

Leadership Development Program

Program Background



CDCR Leadership Development Program (LDP)

Secretary Roderick Q. Hickman is committed to developing the Department's future leaders. As a result, the LDP has emerged from a collaborative partnership with the Department of Transportation-Caltrans (DOT) Leadership Training Program with the Sacramento State, College of Continuing Education (SS-CCE). The target audience is the Department's nearly 1,500 Designated Managers.

The Leadership Development Program is a 3-month/7-day program. Topics include:

Future Role of Leaders	Building Trust
Leveraging Diversity	Building Personal Leadership Skills
Communications Issues	Coaching & Mentoring
Designing for Change	Power & Politics
Assessing Organizational Performance	Modeling Quality Leadership

The program is a highly interactive forum for assessing, understanding and developing leadership skills to address critical issues confronting the CDCR and is in alignment with all the Strategic Plan Goals.

Participants in the Program complete a 360-degree individual assessment tool (Leadership Practices Inventory - LPI) to provide them with feedback on their leadership styles and abilities based on leadership core competencies. Participants also complete the LPI eight months after the program to assess behavioral changes at the workplace as a result of the program.

The faculty for this program are respected leaders in their fields and represent a blending of leadership knowledge, real world leadership practice and public sector appreciation. They are deeply committed to CDCR's growth and have visited adult and juvenile facilities and also participated in "ride alongs" with Juvenile and Adult parole agents.

CDCR's top 84 executives have participated in the Executive Leadership Training Program (ELTP), a four-day Executive Session of the 7-day course. The first-hand knowledge of this course will provide the profound opportunity for the executive leaders to model the Spirit and Intent of Leading Differently.

The success of the reorganization and reforms for rehabilitation is dependent on trained and experienced quality leaders. Graduates of the programs will foster the program through sharing ideas, speaking a common language and supporting the renewed processes of institution and parole safety that will ultimately enhance Public Safety.

"Leadership is the core of all reform." Secretary Roderick Q. Hickman